



RESEARCH FIRST



MINISTRY FOR WOMEN

STAKEHOLDER FEEDBACK 2018

Ministry for **Women**
minitātanga mō ngā
Wāhine

RESEARCH REPORT
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Stakeholder Feedback 2018

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1

Key Messages

95% of stakeholders said that the work the Ministry does with their agency was 'valuable' or 'very valuable'

Valuing Women's Contribution

10 of the 11 respondents 'agreed' or 'strongly agreed'

Women In leadership

8 of the 8 respondents 'agreed' or 'strongly agreed'

Safety from Violence

7 of the 8 respondents 'agreed' or 'strongly agreed'

Suffrage

5 of the 7 respondents 'agreed' or 'strongly agreed'

86% of stakeholders said that the Ministry listens to their needs

88% of stakeholders state that the Ministry communicates clearly

83% of stakeholders said that the Ministry was a trusted source of knowledge for all women

59% said they were a trusted source for Maori women. This is a significant increase on previous years scores.

International

All the 'International' stakeholders agreed or strongly agreed that the work the Ministry did for them was valuable or very valuable; but only 7 out of 10 stakeholders agreed or strongly agreed that the Ministry had provided them with high quality and timely information.

Nomination Services

11 of the 12 stakeholders stated that the quality of the Nominations Service had met or exceeded their expectations; with 7 stakeholders claiming it was 'excellent' or 'more than met' their expectations

Incorporation of the Ministry's evidence, analysis and advice into policies and practices has fallen since last year from 82% to 70%. This decline was led by the new set of audiences that were included in this year's survey (Suffrage 125 and Valuing Women's Contribution). It was noted that although participants are very happy with the quality of the information provided, they are not necessarily incorporating it into their policies and workflow as they considered it to be not within their sphere of activities.

1b. Snapshot of Performance Metrics by Consultation Area

Valuing Women's Contribution

- Of the 11 stakeholders who had interacted with the Ministry, 10 stated that the Ministry's work was valuable; yet only 5 stated that their organisation had incorporated the information received into their policies and practices.
 - 🗨️ *"I think they are playing as an equal partner bringing in gender perspective with their work around pay equity & gender pay gap"*
 - 🗨️ *"I do use everything that they give us, but our brief is bigger than what they cover"*
 - 🗨️ *"We haven't actually introduced any of their practices and policies into the work that we do, however we do value their findings"*
- 8 of the 11 stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand; 6 of the 11 stakeholders felt that the Ministry was a trusted source of knowledge about Māori women in New Zealand
 - 🗨️ *"Now they are looking across more areas of focus than they did few years ago"*
 - 🗨️ *"I'm not sure that our Māori and our Pacific ladies, women, sisters, are as well informed in terms of best way to use the Ministry for women to support their growth"*
- 8 of the 11 respondents stated that the Ministry was 'visible'. 8 of the 11 respondents also stated that their relationship with the Ministry was good or extremely good.
 - 🗨️ *"They're very good listeners to some of the solutions we're providing and they're very good adaptors of that thinking"*

Encouraging and Developing Women Leaders

- All the stakeholders who had interacted with the Ministry in the Leadership area stated that the work carried out by the Ministry is valuable; and 7 of the 8 stakeholders stated that the information they had received had been incorporated into their policies and practices.
 - 🗨️ *"I have used those key research pieces constantly"*
 - 🗨️ *"When we were forming the new recommendations, they contributed in terms of making submissions, so that was highly valuable"*
- Only 4 of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand; and only one stakeholder felt that the Ministry was a trusted source of knowledge about Māori women
 - 🗨️ *"There is a question mark over their relationship with Māori and Pacific women, there is work to do"*
 - 🗨️ *"I can't comment because we haven't asked explicit questions about 'all' women in New Zealand"*

- ☎ *"I feel like with their outreach network they've been able to get a pretty good idea of where NZ women are at and what the domestic policy priorities are and why they matter to NZ women"*
- 4 of the 8 participants stated that the Ministry was 'visible'; all the stakeholders stated that their relationship with the Ministry was good or extremely good.
 - ☎ *"There is that flexibility between the two organisations to compromise or look at other alternatives to make something work, so we get the best outcome"*
 - ☎ *"The visibility – mmm so it's a little bit, not sure that disjointed is the right word, but it is happening in different areas rather than being coordinated"*

Safety from Violence

- 7 of the 8 stakeholders who had interacted with the Ministry in the Safety area stated that the work carried out by the Ministry is valuable; and 5 of the 8 stakeholders stated that the information they had received had been incorporated into their policies and practices.
 - ☎ *"They are generating research results and analysis that we can apply in our own endeavours"*
 - ☎ *"It would be an interesting exercise for them to look internationally at the robust policy processes out there to get gender analysis into government functioning to strengthen processes and policies, that we could adopt here"*
 - ☎ *"We are working on family and sexual violence and the Ministry is going to be a key player in helping us frame a response to that"*
- 7 of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand; and 6 stakeholders felt that the Ministry was a trusted source of knowledge about Māori women
 - ☎ *"I personally haven't seen anything comprehensive enough to be confident to say that they know about 'all' women"*
 - ☎ *"All' is a big ask isn't it?"*
 - ☎ *"They could take a more leading role in terms of that area around sexual harassment and violence against women"*
- Only 2 of the 8 participants stated that the Ministry was 'visible'; but 7 of the 8 stakeholders stated that their relationship with the Ministry was good or extremely good.
 - ☎ *"They conduct good research, good community engagement, getting perspective of women into policy debates"*
 - ☎ *"I am not sure I can say they are 'visible'. I know how to find them when I need them, but visible? I am not so sure"*

Suffrage 125

- 5 of the 7 stakeholders who had interacted with the Ministry in the Suffrage 125 context stated that the work carried out by the Ministry is valuable; and 2 of the 5 stakeholders stated that the information they had received had been incorporated into their policies and practices (most of these stakeholders stated that this was not applicable to them)
 - 🗨️ *"Well they've provided the backbone of the commemoration and the framework from which the commemoration has rolled out"*
- 4 of the stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand; and 2 stakeholders felt that the Ministry was a trusted source of knowledge about Māori women
 - 🗨️ *"...because I don't have evidence or something that shows me that they know about all women"*
 - 🗨️ *"Where else would you go to speak about women and the best source of information, they're fantastic!"*
 - 🗨️ *"When it comes to Māori women I wouldn't know, I have no knowledge of that"*
- Only 3 of the 5 participants stated that the Ministry was 'visible'; all 5 of the stakeholders stated that their relationship with the Ministry was good or extremely good.
 - 🗨️ *"I would, I think the 125 Suffrage has been very visible, that's one project that seems to be out there for the Ministry for Women, definitely"*
 - 🗨️ *"I would have to say not visible. They would need to increase their resources and presence in policy development to be more visible"*

Managing International Reporting

- All 10 of the stakeholders who had interacted with the Ministry in the International context stated that the work carried out by the Ministry is valuable; however, there was some concern expressed over the timeliness and quality of the information provided for 3 of the stakeholders.
 - 🗨️ *"They do interface on a number of different levels with us as NGOs"*
 - 🗨️ *"They're complimentary to us; I'm thinking in terms of our collective engagement at the UN, we work in partnership with each other"*
 - 🗨️ *"Oddly, the negative for us is probably that they often move very quickly (too quickly for us). They are a small organisation which means they can move quickly in the policy world. The speed with which the Ministry for Women can move, can frustrate our organisation because they move ahead of us, before we can catch up."*
 - 🗨️ *"I'm Auckland-based so our context, connectivity is a little bit harder to make happen"*

- 10 of the 10 stakeholders felt that the Ministry was a trusted source of knowledge about all women in New Zealand; and 7 stakeholders felt that the Ministry was a trusted source of knowledge about Māori women
 - 🗨️ *"We worked with the Ministry at the ... and through our relationship with them, they enabled us to be directly involved in policy decisions that impact on rural women and girls"*
- Only 7 of the 10 participants stated that the Ministry was 'visible'; all 9 of the stakeholders stated that their relationship with the Ministry was good or extremely good.
 - 🗨️ *"Internationally they're very visible because they're the only agency that operates in the women's space"*

Nominations Service

- All stakeholders who had interacted with the Ministry's Nominations Service stated that the work carried out by the Ministry is valuable; 11 stakeholders also stated that the service received had met or exceeded expectations, with 50% claiming the service was excellent.
 - 🗨️ *"They also are very generous with their best practices so we kind of mimic what they are doing"*
 - 🗨️ *"They are trying to get more women on board the future directors program"*
- 10 of the 12 stakeholders felt that the Ministry gave good nominations advice; and all felt the communication with the Ministry was clear and happened in a timely manner.
 - 🗨️ *"Always responding to our requests, and they take into account our feedback on the cabinet paper they are developing"*
- 11 of the stakeholders stated that their relationship with the Ministry was good or extremely good.
 - 🗨️ *"They're very supportive of smaller agencies with ideas"*
- 8 of the 12 stakeholders felt that the Ministry was visible.
 - 🗨️ *"Well one thing is that they lead the charge on that whole Future Directors scheme which is a good idea"*
 - 🗨️ *"We work with about 13 government departments around town. All of those 13 departments know the Ministry for Women"*

2

Background

The Ministry for Women has a requirement to ensure that stakeholders' feedback is sourced annually. This research involved interviewing key stakeholders across the Ministry's five priority areas:

1. Valuing Women's contribution (Valuing Women's Contribution)
2. Encouraging and developing women leaders (Leadership)
3. Ensuring Women and Girls are free from Violence (Safety from violence)
4. Managing the government's international reporting obligations (International)
5. Supporting women's right to vote (Suffrage 125)

The research programme also obtained feedback on the quality of the Nominations Service.



3

Research design

As in previous years, Research First completed this research by conducting telephone interviews with key stakeholders of the Ministry. Telephone surveys were chosen as they provide the best combination of timeliness, cost effectiveness and data quality. Contact lists were provided by the Ministry. All potential participants on the lists provided were approached and invited to participate in the research. A total of five attempts were made to contact the stakeholder and arrange an appointment.

Stakeholder responses were organised according to the areas in which they had worked or consulted with the Ministry in the last 12 months.

- 44 Main Stakeholders were interviewed
- 12 respondents from Nominations Service were interviewed

Table 2.1 Main Stakeholders interviewed (n=44)

	Number of respondents
Valuing Women's Contribution	11
Leadership	8
Safety	8
International	10
Suffrage 125	7
Total	44

For the purpose of the analysis 'no answer' responses have been removed from the calculation

4

Value added to the Consultation Area

Stakeholders were asked to rate the 'value of work the Ministry is adding to their consultation area.' Overall 95% of the Main Stakeholders and 100% of the stakeholders using the Nominations Service agreed that the Ministry's work was valuable to their respective organisations. (table 3.1)

Table 3.1 Value add to your organisation; total sample

	Very valuable	Valuable	Neutral	Not valuable	Not at all valuable	Total	No Answer
Main Stakeholders	49% 20	46% 19	5% 2	0% 0	0% 0	100% 41	3
Nominations Service	42% 5	58% 7	0% 0	0% 0	0% 0	100% 12	0

The appreciation of the value of the Ministry's work, was consistent across all the consultation areas.

Table 3.2 Value add to your organisation, Main Stakeholders; split by consultation area

	Valuing Women's Contribution (n=11)	Leadership (n=7)	Safety (n=8)	International (n=10)	Suffrage 125 (n=5)	Total (n=44)
Very valuable	4	3	5	6	2	20
Valuable	6	4	2	4	3	19
Neutral	1	0	1	0	0	2
Not valuable	0	0	0	0	0	0
Not at all valuable	0	0	0	0	0	0
No Answer	0	1	0	0	2	3

What worked for Main Stakeholders?

- “They’ve also been incredibly supportive of a project that I am leading on and their expertise has been invaluable to input into that project”
- “They help us to be informed on current issues relating to women and girls, and that has been helpful to us when networking with them”
- “The research they’ve provided and the workshops they’ve conducted with us have been useful for us to gauge how well we’re doing in that sector and how we can work collaboratively to make it better.”

Improvement areas for Main Stakeholders

- “We don’t think that women factor all that high in reality, because the Ministry for Women doesn’t have a seat at the Ministerial table”
- “They do so well with what they have, but I think that given their services are so much more in demand now I have to say they need to pitch for more resources”
- “I want them to challenge me a little bit more”

What worked for Nominations Service?

- “They still find the time to source candidates that are suitable for filling board appointments”
- “They gather up statistics across boards and that’s really useful to us”
- “Since last year they have been developing a new approach to better meet the needs of agencies, so I was invited to some of their workshops. They have definitely made an effort to involve us”

Improvement areas for Nominations Service

- “I think continuity, they have frequent changes in staff so there is a wee bit of loss of institutional knowledge”

5

Satisfaction with Ministry's evidence, analysis and advice

Stakeholders were asked to rate how satisfied or dissatisfied they were with 'the quality of evidence, analysis and advice provided by the Ministry'. Over four-fifths of stakeholders stated they were satisfied with the quality of evidence (86%) and advice (86%) while 78% were satisfied with the Ministry's analysis. 8 out of 44 respondents were either unsure about how they utilised the Ministry's evidence, advice and analysis in their operations or stated it did not apply in their case.

Table 4.1.1 Satisfaction with the quality of the Ministry's evidence, analysis and Advice

	Very dissatisfied	Dissatisfied	Neutral	Satisfied	Very satisfied	Total (n=40)	No Answer
With the quality of the Ministry's evidence	0% 0	0% 0	14% 6	43% 17	43% 17	100% 40	4
With the quality of the Ministry's analysis	0% 0	0% 0	22% 8	42% 15	36% 13	100% 36	8
With the quality of the Ministry's advice	3% 1	0% 0	11% 4	39% 14	47% 17	100% 36	8

N.B. Respondents commenting that this was not relevant to them had generally only attended events.

Incorporation of evidence, analysis and advice

Stakeholders participating in the main survey were asked to rate how much they agreed or disagreed that their organisation had incorporated the Ministry evidence, analysis and advice into their policies and practices. It was noted that most stakeholders valued the analysis and evidence of research that the Ministry brought to the table, but some had not implemented policies and practices directly into their workflow. 14 out of 44 respondents stated this question was not applicable to them or that they did not know how it fit into their organisation's function as they did not develop policies or practices. 70% of respondents agreed that they incorporate the Ministry's evidence, analysis and advice into their organisation's policies and practices.

Table 4.2.1 Agency has incorporated the Ministry's evidence, analysis and advice into their policies and practices, Main Stakeholders

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree	Total	No Answer
Organisation has incorporated the Ministry's evidence, analysis and advice	0 0%	0 0%	9 30%	10 33%	11 37%	30 100%	14

What worked?

- ☞ *"We need to seek their advice on what NZ's domestic policy settings are"*
- ☞ *"I suppose the format for the information provided and that the frequency of reporting has reduced from quarterly to half-yearly, has enabled them to provide a richer set of information for the market. That is the real effort we've been engaging with the Ministry on over the last year or so."*
- ☞ *"Our HR, they are very mindful about how they drive specific policy to bring women into our senior leadership and other leadership roles"*
- ☞ *"In designing our research program this year, we have absolutely had their research advice forming a key foundation"*
- ☞ *"Their evidence and analysis has been incorporated into our prevention strategy"*
- ☞ *"We've also used some of their work on cyber-bullying when we go and do our programme in high schools about wellbeing"*
- ☞ *"We haven't actually introduced any of their practices and policies into the work that we do, however we do value their findings"*

Improvement areas

- ☞ *"There is not much they can do to improve for us, because a lot of what we do is project-based more than policy-based"*
- ☞ *"I think they're excellent at the advice, I think the analysis and strategies could be improved"*
- ☞ *"The Ministry needs to design your research programme for maximum impact. That way you are able to hit just the right note in terms of media interest and leverage the hell out of that"*

6

Interaction with Stakeholders

Agencies were asked to rate how satisfied they were with the quality of the Ministry's interaction with them. Overall the respondents were very positive about the interaction levels with the Ministry. They agreed the Ministry was very supportive and provided assistance in a timely manner.

- 93% of the Main Stakeholders recorded that the quality met or exceeded their requirements
- 100% of the Nominations Service respondents recorded that the quality met or exceeded their requirements

Table 5.1 Satisfaction with the quality of Ministry's interaction, Main Stakeholders

	Percentage	Number of respondents
Excellent	43%	19
More than met requirements	25%	11
Met requirements	25%	11
Partly met requirements	7%	3
Did not meet requirements	0%	0
Total	100%	44

Table 5.2 Satisfaction with the quality of Ministry's interaction, Main Stakeholders consultation area split

	Valuing Women's Contribution (n=11)	Leadership (n=8)	Safety (n=8)	International (n=10)	Suffrage 125 (n=7)	Total (n=44)
Excellent	2	5	2	7	3	19
More than met requirements	1	1	5	2	2	11
Met requirements	6	2	1	1	1	11
Partly met requirements	2	0	0	0	1	3
Did not meet requirements	0	0	0	0	0	0

What worked?

- 🗨️ *"They always meet our deadlines which is quite exceptional considering they are a small Ministry"*
- 🗨️ *"They're always open to changing things and being flexible, which is really important to us"*
- 🗨️ *"They are open and available to discuss matters with us and they understand what we, in our organisation, do"*
- 🗨️ *"They didn't over-communicate or over-pester - we established that very quickly"*
- 🗨️ *"So, they don't have the resources to do something then, or give attention to something, then they say that upfront, they don't over-commit"*
- 🗨️ *"I'm always impressed in terms of quality of analysis & genuine depth of engagement with our office. We are in the process of getting more familiar with each other, so we can increase levels of trust and transparency"*
- 🗨️ *"They give me an hour and half of senior management time a week to help me strategize"*
- 🗨️ *"We have access to people that we want to have access too, from the Minister to the Chief Executive and then down to the working team"*

Improvement areas

- 🗨️ *"Although we had agreed on a partnership with this last event, I think in the end it wasn't really pitched that way to the public and to the people we were working with, so that was slightly disappointing"*

Table 5.3 Satisfaction with the quality of Ministry's interaction, Nominations Service stakeholders

	Percentage	Number of respondents
Excellent	50%	6
More than met requirements	25%	3
Met requirements	25%	3
Partly met requirements	0%	0
Did not meet requirements	0%	0
Total	100%	12

7

Intersectionality

Ministry for Women is seen by 83% of respondents as a trusted source of knowledge about all women in New Zealand. 59% agreed that they are a trusted source of knowledge about Māori women. This is the strongest result recorded over the reporting period. Statistically there is an improvement in the results as compared to the previous years. ('Don't know' responses were discarded). Some stakeholders believed the Ministry to be a trusted source because it was one of their key deliverables. However, few respondents did want more focus given to women from rural areas, Māori and Pacifica communities. They believed the Ministry must concentrate more on strategies to uplift their knowledge in these areas and better understand the barriers of these groups.

Table 6.1 Agreement that the Ministry is a trusted source of knowledge about all women and Māori women, over time

	2014 (n=35)	2015 (n=28)	2016 (n=43)	2017 (n=55)	2018 (n=37)
Is a trusted source of knowledge about Māori women	28%	39%	37%	40%	59%
Is a trusted source of knowledge about all women in New Zealand	57%	54%	70%	62%	83%

Table 6.2 The Ministry is a trusted source of knowledge about Māori women, Main Stakeholders consultation area split

	Valuing Women's Contribution (n=11)	Leadership (n=8)	Safety (n=8)	International (n=10)	Suffrage 125 (n=7)	Total respondents (n=44)
Strongly agree	2	1	3	1	1	8
Agree	4	0	3	6	1	14
Neutral	2	4	1	2	2	11
Disagree	1	0	0	0	2	3
Strongly disagree	0	0	0	0	0	0
No answer	2	3	1	1	1	7

Table 6.3 The Ministry is a trusted source of knowledge about all women in New Zealand

	Valuing Women's Contribution (n=11)	Leadership (n=6)	Safety (n=8)	International (n=10)	Suffrage 125 (n=7)	Total respondents (n=44)
Strongly agree	2	0	1	6	2	11
Agree	6	4	6	4	2	22
Neutral	1	2	0	0	1	4
Disagree	1	0	0	0	2	3
Strongly disagree	0	0	0	0	0	0
No Answer	1	2	1	0	0	4

What worked?

- ☞ *"where else would you go to speak about women and the best source of information, they're fantastic!"*
- ☞ *"...because that would be the only source that we would go to because it would be the official source"*
- ☞ *"I feel like with their outreach network they've been able to get a pretty good idea of where NZ women are at and what the domestic policy priorities are and why they matter to NZ women"*
- ☞ *"...because I understand the Ministry to be well connected with women's interests and women's involvement"*

Improvement areas

- ☞ *"We also have a lot of migrants and refugees that still believe that child brides and forced marriages are ok, so there's lots of spaces there that I don't believe the Ministry is across yet"*
- ☞ *"I didn't feel that they had a good grasp about Māori women, who those key people are for a start, and how to go about even communicating to those women"*
- ☞ *"Get out in the public arena and promote what they do so that there is more of an awareness of the diversity of the types of work"*
- ☞ *"I believe it needs to have a bigger presence nationally, include some Māori regions to inform and educate"*
- ☞ *"The government lets us down is that they do not educate their own people to the different ethnic groups that come in and listen to their cultural differences"*

8

Perceptions of the Ministry

All stakeholders were asked how much they agreed or disagreed with a variety of statements concerning the Ministry. Answers were measured on a five-point scale where 1=strongly disagree and 5=strongly agree. Overall, the performance of the Ministry is positive (don't know responses were discarded).

- The perception that the Ministry has a clear gender approach was the most positive.
- The areas that performed least well were the perceptions regarding the ability of the Ministry to showcase New Zealand internationally followed by the perception of increasing safety of women and girls from violence.
- For Nominations Service, the highest number of positive responses were recorded were related to the collaborative nature of the Ministry.

Table 7.1 Agreement with statements about the Ministry comparing 2017 and 2018 data: Main Stakeholders

	Agreement* 2017	Agreement* 2018
Has a clear gender frame in its approach	95% 52	91% 38
Takes an evidence-based approach to its work	80% 44	84% 35
Works collaboratively with you/your organisation	85% 47	89% 39
Follows through on the things it has committed to you to do	85% 47	81% 34
Works in a timely manner	75% 41	81% 34
Is valuing women's contribution in the labour force	Not Asked	82% 36
Is increasing women's representation in leadership	Not Asked	74% 32
Is increasing the safety from violence of women and girls	Not Asked	50% 21
Is showcasing New Zealand internationally	Not Asked	49% 20
Total	100% 55	100% 44

Stakeholders who agreed or strongly agreed with the statement*

Table 7.2 Perceptions of the Ministry, Valuing Women's Contribution (n=11); 2018

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Has a clear gender frame in its approach	0	0	2	3	6
Takes an evidence-based approach to its work	0	0	1	8	2
Works collaboratively with you/your organisation	0	2	2	3	4
Follows through on the things it has committed to you to do	0	0	3	6	1
Works in a timely manner	0	0	3	6	1
Is valuing women's contribution in the labour force	0	0	1	5	5
Is increasing women's representation in leadership	0	0	1	8	1
Is increasing the safety from violence of women and girls	0	1	2	3	2
Is showcasing New Zealand internationally	0	0	4	2	1

Table 7.4 Perceptions of the Ministry, Leadership (n=8)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Has a clear gender frame in its approach	0	0	0	3	5
Takes an evidence-based approach to its work	0	0	1	5	2
Works collaboratively with you/your organisation	0	0	0	3	5
Follows through on the things it has committed to you to do	0	0	0	4	4
Works in a timely manner	0	0	1	7	0
Is valuing women's contribution in the labour force	0	0	0	4	4
Is increasing women's representation in leadership	0	0	2	4	2
Is increasing the safety from violence of women and girls	0	1	3	0	1
Is showcasing New Zealand internationally	0	0	3	3	0

Table 7.5 Perceptions of the Ministry, Safety (n=8)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Has a clear gender frame in its approach	0	0	0	1	5
Takes an evidence-based approach to its work	0	0	0	3	5
Works collaboratively with you/your organisation	0	0	0	4	4
Follows through on the things it has committed to you to do	0	1	1	1	4
Works in a timely manner	0	0	1	4	2
Is valuing women's contribution in the labour force	0	0	0	2	4
Is increasing women's representation in leadership	0	0	3	3	1
Is increasing the safety from violence of women and girls	0	0	0	5	2
Is showcasing New Zealand internationally	0	0	2	2	1

Table 7.6 Perceptions of the Ministry, International (n=10)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Has a clear gender frame in its approach	0	0	0	2	8
Takes an evidence-based approach to its work	0	0	2	2	5
Works collaboratively with you/your organisation	0	0	1	0	9
Follows through on the things it has committed to you to do	0	0	0	1	8
Works in a timely manner	0	0	1	3	6
Is valuing women's contribution in the labour force	0	0	1	2	5
Is increasing women's representation in leadership	0	0	3	1	5
Is increasing the safety from violence of women and girls	0	0	2	6	1
Is showcasing New Zealand internationally	0	0	0	3	7

Table 7.7 Perceptions of the Ministry, Suffrage 125 (n=7)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Has a clear gender frame in its approach	0	1	1	3	2
Takes an evidence-based approach to its work	0	0	3	2	1
Works collaboratively with you/your organisation	0	0	0	4	3
Follows through on the things it has committed to you to do	0	0	2	1	4
Works in a timely manner	0	0	2	4	1
Is valuing women's contribution in the labour force	0	0	2	2	3
Is increasing women's representation in leadership	0	0	0	5	2
Is increasing the safety from violence of women and girls	0	0	3	0	1
Is showcasing New Zealand internationally	0	0	2	1	0

Table 7.8 Perceptions of the Ministry, for International respondents (n=10)
Two respondents did not feel they could answer this question

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Your organisation was provided with high quality & timely information?	0	0	1	4	3

Table 7.9 Perceptions of the Ministry, Nominations Service stakeholders (n=12)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Gives clear nominations advice	0	0	2	4	6
Works collaboratively with you/your organisation	0	0	1	6	5
Follows through on the things it has committed to you to do	0	0	1	1	9
Works in a timely manner	0	0	3	6	3
Delivers a thorough service	0	1	2	4	4

9

Understanding needs, communication approach and expectations

Main Stakeholders

84% of stakeholders from all the consultation areas agreed that the Ministry understands their needs while 86% respondents agreed that the Ministry listens to their organisational needs. Assessing the Ministry's communication capabilities, 88% respondents agreed that the Ministry communicates with them clearly. 86% respondents stated that the communication took place in a timely manner. When asked about whether the Ministry met their expectations in relation to the level of engagement they shared, 89% agreed with this statement.

Nominations service stakeholders

83% respondents agreed that the Ministry listens to their organisational needs. 83% respondents also agreed that the Ministry understands their needs. The communication between the Nominations Service and the Ministry was recorded to be highly positive where 100% respondents agreed that the Ministry communicates with them clearly. Also, 100% of the respondents were positive that the Ministry communicates with them in a timely manner. 92% agreed that the Ministry meets their expectations in relation to the level of engagement they shared.

Table 8.1 Main Stakeholders (n=44)

	Strongly disagree	Disagree	Neutral	Agree	Strongly Agree
The Ministry listens to my organisational needs	0%	2%	11%	61%	25%
		1	5	27	11
Understands my needs	0%	5%	9%	64%	20%
		2	4	28	9
Communicates with me clearly	0%	2%	7%	52%	36%
		1	3	23	16
Communicates with me in a timely manner	0%	0%	14%	61%	25%
		0	6	27	11
Meets my expectations in relation to the level of engagement they have with me	0%	5%	5%	59%	30%
		2	2	26	13

Table 8.2 Valuing Women's Contribution stakeholders (n=11)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	1	2	7	1
Understands my needs	0	2	1	8	0
Communicates with me clearly	0	1	2	7	1
Communicates with me in a timely manner	0	0	2	9	0
Meets my expectations in relation to the level of engagement they have with me	0	1	0	7	2

Table 8.3 Leadership stakeholders (n=8)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	0	1	4	3
Understands my needs	0	0	1	4	2
Communicates with me clearly	0	0	1	4	3
Communicates with me in a timely manner	0	0	1	4	3
Meets my expectations in relation to the level of engagement they have with me	0	0	0	6	2

Table 8.4 Safety stakeholders (n=8)

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	0	0	7	1
Understands my needs	0	0	1	6	1
Communicates with me clearly	0	0	0	5	3
Communicates with me in a timely manner	0	0	0	7	1
Meets my expectations in relation to the level of engagement they have with me	0	0	1	4	3

Table 8.5 International stakeholders (n=10)

Stakeholders	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	0	0	5	5
Understands my needs	0	0	0	5	5
Communicates with me clearly	0	0	0	3	7
Communicates with me in a timely manner	0	0	2	2	6
Meets my expectations in relation to the level of engagement they have with me	0	1	0	4	5

Table 8.6 Suffrage 125 stakeholders (n=7)

Stakeholders	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	0	2	4	1
Understands my needs	0	0	1	5	1
Communicates with me clearly	0	0	0	4	2
Communicates with me in a timely manner	0	0	1	5	1
Meets my expectations in relation to the level of engagement they have with me	0	0	1	5	1

Table 8.7 Nominations Service stakeholders (n=12)

Stakeholders	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Ministry listens to my organisational needs	0	0	2	9	1
Understands my needs	0	0	2	9	1
Communicates with me clearly	0	0	0	7	5
Communicates with me in a timely manner	0	0	0	5	7
Meets my expectations in relation to the level of engagement they have with me	0	1	0	5	6

10

Gauging visibility

Overall, 57% of Main Stakeholders stated that the Ministry was visible, but only 14% stated it was 'very visible'. Although small numbers it was stakeholders from the Suffrage 125 and safety groups who were less inclined to state that the Ministry was visible. Few respondents were concerned that the Ministry's visibility beyond their sphere of organisational interaction was low, for instance their interaction and engagement with the public was perceived to be low.

Table 9.1 How visible is the Ministry for Women, Main Stakeholders

	Percentage	Number of respondents
Very visible	14%	6
Visible	43%	18
Neutral	19%	8
Not visible	21%	9
Not at all visible	2%	1
Total	100%	42
No Answer		2

Table 9.2 How visible is the Ministry for Women, Main Stakeholders consultation area wise split

	Valuing Women's Contribution (n=11)	Leadership (n=8)	Safety (n=8)	International (n=10)	Suffrage 125 (n=7)	Total (n=44)
Very visible	1	1	0	3	1	6
Visible	7	3	2	4	2	18
Neutral	1	1	3	1	2	8
Not visible	1	2	2	2	2	9
Not at all visible	1	0	0	0	0	1
No Answer	0	1	1	0	0	2

What worked?

- “I’ve seen them operating at a global scale and NZ punches above their weight at the UN”
- “I go to the Human Rights because they have a lot of resources, then I would go to Stats NZ and then I would go to the Ministry for Women”
- “Minister is more visible and comes to more things that are happening at the Ministry”
- “There’s definitely room for more events on leadership, especially this year. They have been very successful in their leadership of Suffrage 125, so if they had the funding, they can run more events, around leadership. In that way, they will become more visible and gain more publicity in that way”

Improvement areas


- “I think it’s sharing more of their stories, in a way that provides people with knowledge and also the services that they provide”
- “I think sharing stories, connecting different groups of women, being inclusive, those are the sorts of things going forward that I think will improve in the Ministry”
- “If they are funding research their name should be on it”
- “This is something I’ve heard from a couple of women who have said they have been disappointed with the Ministry’s low profile with the ‘Me Too’ movement or the things that are happening around ‘Me Too’ overseas”
- “I’m not too sure how visible they would be to mainstream public, but we have a lot to do with them so they’re visible on our radar all the time”
- “Yeah, I think women who are directly involved with things with the Ministry know they exist, but when I talk to other people outside of that work sphere, most people have no idea what the Ministry for Women do”
- “I guess the one way they could do it is through advocating through their Minister, so having their Minister be more visible”
- “Well before we started working with them, I didn’t normally know a lot about the Ministry for Women to be perfectly honest”
- “I don’t think they’re that visible to be honest. I obviously I’m a woman in NZ and if I was not in government, I’m not sure I’d really know much about what they were doing”

More stakeholders who had used the Nominations Service felt that the Ministry was visible with two-thirds of respondents stating that the Ministry was 'visible'; and no stakeholders stating that the Ministry is not visible.


Table 9.3 How visible is the Ministry for Women, Nominations Service stakeholders

	Percentage	Number of Respondents
Very visible	17%	2
Visible	50%	6
Neutral	33%	4
Not visible		0
Not at all visible		0
Total	100%	12

What worked?

 "It is like putting smaller agencies together in the bigger scheme of things, working together just makes more sense"

Improvement areas

 "I think reaching out to male dominated sectors and rural areas, women in these sectors may not know how to begin"

Relationship with the Ministry

88% of the Main Stakeholder respondents and 92% of the respondents from Nominations Service stated that their relationship with the Ministry was good or extremely good. There are a significant number of references from respondents about the limited resources at the Ministry, which makes respondents even more impressed with the performance. The criticisms that do arise about the timeliness of the delivery are related to the Ministry acting too quickly, and leaving other organisations lagging.

Table 10.1 Relationship with the Ministry, Main Stakeholders

	Percentage	Number of respondents
Extremely good	45%	20
Good	43%	19
Neutral	11%	5
Poor		0
Extremely poor		0
Total	100%	44

Table 10.2 Relationship with the Ministry, Main Stakeholders consultation area split

	Valuing Women's Contribution (n=11)	Leadership (n=8)	Safety (n=8)	International (n=10)	Suffrage 125 (n=7)
Extremely good	3	4	4	7	2
Good	5	4	3	2	5
Neutral	3	0	1	1	0
Poor	0	0	0	0	0
Extremely poor	0	0	0	0	0

What worked?

- ☎ *"Well I think we have a common understanding of our common purpose, and it's always constructive engagement which is great"*
- ☎ *"That the person I work with the most is extremely dedicated, understands my needs and what I'm trying to do, and I understand her limitation"*
- ☎ *"It is kind of the combination of the people I can tap into and talk to and I think it's good to say we have a good working relationship backwards and forwards"*
- ☎ *"...being secure with our information builds trust, so that's really important."*

Improvement areas

- ☎ *"the negative is that they often move very quickly, they are a small organisation which means they can move quickly in the policy world. So, they are very timely, but so much so that they leave the rest of us behind. The speed with which the Ministry for Women can move, can frustrate larger organisations, or our organisation, because they sort of move ahead before we can catch up."*
- ☎ *"It would be great if it, at the senior levels, we can have a bit more interaction"*
- ☎ *"So sometimes they have to slow down a bit to make sure everybody gets to the finish line at the same time"*
- ☎ *"Going forward, it is just setting up a memorandum of understanding I think would be really good and maybe also some project planning work would be really helpful."*

Table 10.3 Relationship with the Ministry, Nominations Service stakeholders

	Percentage	Number of Respondents
Extremely good	25%	3
Good	67%	8
Neutral	8%	1
Poor	0	0
Extremely poor	0	0
Total	100%	12

What worked?

- ☎ *"We're only perhaps involved every 18 months on a cycle of appointments we're making, so it does go up and down but I'm feeling positive at this stage"*

Improvement areas

- ☎ *"Provide consistency in terms of the information provider"*

12

Quality of the Ministry's Nominations Service

Overall 92% of the respondents recorded that the quality of the Ministry's Nominations Service met or exceeded their requirements.

Table 11.1 Rate how satisfied you are with the quality of the Ministry's Nominations Service

	Percentage	Number of respondents
Excellent	8%	1
More than met requirements	50%	6
Met requirements	33%	4
Partly met requirements	8%	1
NET	100%	12

What worked?

- “They always meet our deadlines which is quite exceptional considering they are a small Ministry”
- “The quality of people, and of course the other thing we were keen this time is the ability to use or recognise the future director scheme to develop people”
- “They gather up statistics across boards and that's really useful to us

Improvement areas

- “I'm also aware that just the pipeline of talent is also in itself quite small so there's a limited amount of highly capable and also available women that are capable of being on the board, I think the issue is scale”
- “Expand database to get a more diverse range of applicants”
- “We get a flow of names it is timely, but they tend to be similar names to previous years. They lead the charge on that whole Future Directors scheme which is a good idea, so good on them”
- “Something that would make my life easier, it would be if the service did its initial cut, these people are good, if they then went out and asked them, do you, are you interested, shall we put you forward”
- “If we could find some innovative ways to help develop the pool, the talent pool, like sponsoring, facilitating, developing those two areas – public sector directors and review of decisions, statutory decision-making – those would be great areas to develop if they could”

13

Events attended

Please note there were several respondents who had attended more than one event that was organised by the Ministry. Of the 56 stakeholders who participated in the interview 46 (82%) of them had attended at least one event organised by the Ministry. The Suffrage 125 celebration event has gained the most popularity amongst the participants followed by the International Women's Caucus meetings. The respondents highly valued the workshops and seminars attended, stating that the events were a great platform for networking and building relationships with different stakeholders.

Table 12.1 Events attended that were organised by Ministry for Women, Main Stakeholders

	Number
Workshops or seminars	9
International Women's Caucus meetings	9
Suffrage 125 events	17
Other Ministry events	19
None	9

Table 12.2 Events attended that were organised by Ministry for Women, Nominations Service stakeholders

	Number
Workshops or seminars	9
International Women's caucus meetings	1
Suffrage 125 events	3
Other Ministry events	6
None	1

What worked?

- “I thought they were very useful because they were very realistic, we sort of set targets for our job around how we can get a movement with women into different industries, so I find them useful because it's not so much about the talk, it's about the action”
- “It just brings a different audience into us, it brings in more inclusive audience”
- “They are well connected, and the Ministry for Women have sponsored ground breaking research over the last couple of years in the areas of gender pay”



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